



A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY
FOR WOMEN IN GOVERNMENT

SPACE COAST CHAPTER, KENNEDY SPACE CENTER, FL

MAY, 2004

SPACE COAST CHAPTER, FEW 2003 – 2004 Officers and Committees

President	Barbara Powell
Finance	Clara Anderson
Newsletter	Sharon White
NTP/RTP Planners	Dawn Partlow and Patti Rissman
Nominations	Jean Grenville Arden Belt
Parliamentarian	Marie Argana Carolyn Burnham
President Elect	Dawn Partlow
Seminar	Jean Grenville Vickie Hall
Compliance	Gail McLean
Webmaster	Debbie Ward Patti Rissman
Vice President	
Programs/Publicity	Patti Rissman
Diversity	Mayra Smalls
Community Outreach	Aneta Ott Sandy Eliason
Treasurer	Karin Biega
Membership	Becky Denis
Sunshine	Karen Jansma
Secretary	Jane Eitel
Scholarships	Elizabeth Valentine
Legislation	Marie Argana
Historian	Jean Grenville
Past President	Connie Dobrin
Nat'l VP for Training	Becky Fasulo
Regional Nominations	Jane Eitel
Regional Legislation	Marie Argana



PRESIDENT'S MESSAGE *Barbara Powell*

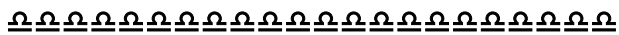
WOW!!! Six new members. It's great so many are joining our ranks. I'd like to once again add my WELCOME to Sammie Martin, Sudie Lewis, Teresa Piastuch, Daisy Morales, Sherry Russo, and Susan Hutchinson. We must be doing something right. Now, I do not want to rush anyone, or scare anyone off, but I'd like to encourage each of you to begin thinking about what area(s) of the Chapter you would like to support next year. With the new officers being elected in May, they will be looking around for committee chairs, and committee members. Believe me there is plenty of work to go around, but we'll have fun doing it. There is not a better way to learn the inter-workings of the organization than to jump into the fray with both feet. Trust me when I say, the Chapter will not let you fail. We aren't expecting you to jump into an officer's position as you must be a member for two years to hold those offices, but Committee Chairs are always seeking new ideas, and fresh ways of tackling problems. I think that Jean Grenville said it best, "choose a committee, and work closely (shadow) one of the older members." (Not age, gals, but I'm talking experience in the organization.). I'm really looking forward to working with all of you in the future. Remember, target a committee, add you name to the list, and go for it!

Another thing to remember, there are lasting friendships discovered within the organization. We are also a natural networking organization on the local level, the regional level, and at the national level. Someone once said, "talk to the people around you, you never know who you may be working for tomorrow". Speaking of the different levels of the FEW organization, the Space Coast Chapter is going to be well represented at the different levels this

coming year. The Southeast Regional Elections were held, and Jean Grenville is the in-coming Secretary, and I'm going to be serving as the Chair of the Awards Committee. Our own Legislative Chair, Marie Argana, is the appointed SE Regional Legislation Chair. The National Elections have not been held yet (more on that later), however Clara Anderson, and Becky Fasulo, are candidates for Treasurer and V. P. for Training & Communication respectively. Karin Biega is already an appointee to the National Board's Resolution and Bylaws Committee

Speaking of the Elections, the FEW National Board voted the election of National Officers will be by electronic ballot and this process will begin this year. Within the next week or so you will receive a post card in the mail giving you details on voting. This card will have your random access code and the name of the web page to be used for casting your vote and reading the bios of candidates. You will only need to use the access code to vote. You may view and print out the bios for your reading convenience without the access code. Once you cast your vote you cannot go back to the voting page, but you may still access the bios. If you do have access to a computer for voting or choose not to vote electronically, instructions on the post card will tell you how to receive a paper ballot. Your access code will need to be on the paper ballot in order for your vote to count. This method of voting is much more cost effective for our organization and should be more convenient for the members. If you do not receive a post card, please contact Suzi Inman, the FEW National Nominations Chair at inman_js@crane.navy.mil.

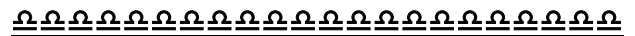
Awards: Please be thinking of nominees for our own Member of the Year and the Distinguished Service Award.



The Birth of Mother's Day **Excerpted from a History of American Facts**

Anna M. Jarvis loved her Mother dearly. She first suggested a national day to honor all mothers. At a memorial service for her mother on May 10, 1908, Anna gave a carnation, her mother's favorite flower, to each person in attendance. Within a few years, the idea to honor mothers gained popularity and Mother's Day was soon observed annually in many large cities in America. On May 09, 1914, by an Act of Congress, President Woodrow Wilson proclaimed

the second Sunday of May as Mother's Day. He established the day as a time for "public expression of our love and reverence for the mothers of our country." It is customary to wear a white carnation in honor of departed mothers and a red carnation to honor our living mothers.



NOMINATIONS COMMITTEE REPORT *Jean Grenville*

Per the FEW Space Coast Chapter Bylaws revised 5/1/99, the Nominations Committee presented a Slate of Officers for 2004 - 2005 to the membership in March, at which time additional nominations from the floor were solicited. Nominations were then open from March until the April Membership meeting where final nominations were taken and the nominations formally closed. Following is the Slate of Officers presented at the April 27, 2004 meeting:

PRESIDENT
Dawn Partlow

PRESIDENT ELECT
Sandy Eliason

VICE PRESIDENT
Jane Eitel

TREASURER
Clara Anderson

SECRETARY
Marlene Satterthwaite

NOMINATIONS:
Karin Biega
Connie Dobrin
Muzette Fiander

A ballot will be sent to the members to determine the chair of the Nominations Committee in the very near future.

Involve Women and Minorities When Enacting Reforms

Patricia Wolfe, National President FEW

Federally Employed Women (FEW), an organization that has been working for the advancement of women in government since it was founded in 1968, is concerned about initiatives to outsource a larger

number of federal jobs, to change the personnel and pay systems, to eliminate protections for filing complaints under the Merit Systems Protection Board, and to eliminate or limit the right for union representation. All of these initiatives have the potential of having a disproportionate impact on the progress made by women, people of color and other minorities.

FEW is opposed to contracting out government functions unless it is the most efficient and cost-effective option and the jobs are not political in nature. Contracting out should not always be the first choice. The process is often demoralizing to employees as they deal with the uncertainty of perhaps losing their jobs, income and retirement benefits. Many feel they have lost control once a study is announced and their years of hard work are of no importance. And the process takes time away from doing the job, so productivity goes down. Most employees and managers are not well-prepared to write performance-based statements of work and position descriptions, and the hired consultants have a big learning curve when they try to understand the organization and all of its functions.

Many of FEW's members across the country are directly affected by the sweeping personnel and pay changes in the Defense and Homeland Security departments. They have expressed concerns about job security, career progression, the loss of within-grade step increases, the potential for favoritism in the pay-for-performance system, and the future of equal employment opportunity and diversity programs. While FEW supports initiatives that will support a more efficient and effective government, we ask that affected employees be made a part of the change process. Also, employees adversely affected by outsourcing should be given first priority for other government positions or positions transferred to a contractor.

More diversity at the top

According to data collected by the Office of Personnel Management, women represent 44.5 percent of the federal work force. They represent 41.6 percent of employees in professional occupations and 44.6 percent of employees in administrative positions. By comparison, in 2003, the Senior Executive Service (SES) was comprised of 25.5 percent women and 13.8 percent minorities.

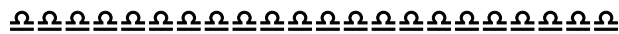
The government faces large losses in the SES through retirement and attrition, and FEW sees this as a unique opportunity to change the composition of the SES. According to the General Accounting Office, more than half of the 6,100 career SES members employed on Oct. 1, 2000, will have left service by Oct. 1, 2007. FEW has several suggestions for how the SES could better reflect the demographics of the entire work force:

- Include more women and minorities at top-level human resources meetings to provide insight and to represent the views and concerns of these groups.
- Put more emphasis on providing opportunities for positions that can lead women and minorities up the career ladder.
- Provide managers with guidelines on how to enhance diversity in their SES work forces.

FEW has also participated in OPM's Senior Executive Service Candidate Program and looks forward to its full implementation.

FEW also recognizes that employees must prepare themselves for a future filled with change and asks managers to support their efforts to meet personal and agency training requirements. Training has always been a cornerstone of FEW's mission, and FEW will hold its 35th National Training Program in July in Nashville, Tenn. For more information, visit www.fewntp.org.

FEW believes that a proactive approach to diversity will achieve a more productive and high-quality federal work force. If we are all committed and work together, cultural biases can be overcome. Diversity is strength as we pursue the common goals of opportunity and equality for women and minorities in government.

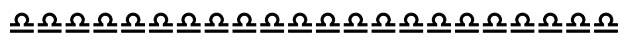


COMMUNITY OUTREACH

Aneta Ott

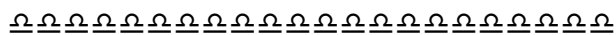
I realize Baxley Manor is not a project of FEW, but so many of you have been most gracious in helping me. In a meeting I attended recently I gleaned the following information and thought I would pass it on. First, here's a little history about Baxley. It was built as a hotel for people who worked at the Space Center (arriving on Sunday leaving on Friday) in the 1960's. After the Apollo fire no one needed a place at the inn so to speak and after setting for awhile it was turned into low income housing. It is really not adequate for apartments. If you have been there on one project or the other you know the halls are not well lighted and it would take major renovations to put the buildings up to standard. Brevard County will do some changes at the Baxley Manor property. They (Brevard County) have about 4000 requests for low income housing yearly and it looks like Baxley will take up some of the slack on those requests. In 2005 the duplexes located on the property will be demolished and the building of four story buildings

will start. The tenants will remain in the original buildings until the new buildings are in place. Then the original buildings will be torn down, and more new ones will start resulting in only one move for residents. Thanks for all your support for Baxley they greatly appreciate it and so do I.



FEW IS WORKING FOR YOU

Federally Employed Women (FEW) launched an interactive electronic map at www.few.org that provides detailed statistics on the number of federal workers in each U.S. congressional district - broken out by county and agency. "Federal employees are considered a large constituency and we want legislators to know how many of their constituents are employed by the federal government," said FEW President Patricia Wolfe. FEW compiled and analyzed the most recent data available from the Bureau of Labor Statistics, indicating there are 2,674,437 federally employed women and men. With FEW's map, the employment data is broken down by state, Congressional District and federal agency. A FEW statement said one of its highest priorities is the repeal of the Government Pension Offset and Windfall Elimination Provision. FEW is also concerned with federal outsourcing, equal opportunity employment, equal pay and diversity.



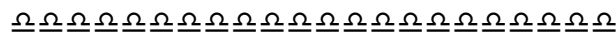
FEW AWARDING SCHOLARSHIPS

Betty Valentine

The scholarship committee has worked very hard and after reviewing the 42 applications they have reached their final decision for 2004. The following individuals will be receiving an award, all totaling \$5,500.00.

Cathryn Segert \$1000
Christina Lopez del Castillo \$1000
Brett Bertot \$750
Christina Montgomery \$750
Brian Foxhover \$500
Alicia Mitchell \$500
Caley Burke \$500
Nordia Carr \$500

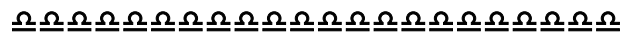
The committee's only regret - they could not give everyone a scholarship. The talent and commitment of each and every one of these students should be applauded.



PROGRAM COMMITTEE

Patti Rissman

Our next meeting is May 27, 2004. Place and theme to follow on a flyer.



So You Think You Know Everything?

There's no Betty Rubble in the Flintstones Chewable Vitamins.

Tigers have striped skin, not just striped fur.

TYPEWRITER is the longest word that can be made using the letters only on one row of the keyboard. Isn't that ironic?

Now you know everything! Maybe!



MEMBERSHIP COMMITTEE

Becky Denis

Welcome – Welcome – Welcome

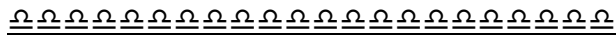
The following ladies joined our Chapter at the Membership Meeting held at Kelsey's on April 27th.

Sammie Martin
Sudie Lewis
Teresa Piastuch
Daisy Morales
Sherry Russo
Susan Hutchinson

We are truly glad to have our members support our Chapter and if anyone has any questions, call Becky Denis at: 321-867-4104 (voice), 321-867-1458 (fax) or E-mail at Rebecca.M.Denis@nasa.gov

If you haven't yet sent in your membership dues, please send your check to our Treasurer, Karin Biega.

Also, please remember, when you use the Global FEW Membership list, it only includes the folks that are on-site. Individuals need to create a **FEW Membership** Distribution list in their personal address books and add in those folks that are off-site.



COMPLIANCE

Gail McLean

Through Compliance activities, FEW acquires information and data to determine conformance of Federal departments, agencies, or subordinate agencies with existing laws pertaining to the administration of the Equal Employment Opportunity (EEO) Program and the Federal Personnel System. Through this program, FEW works to insure that where there are weaknesses in application of existing laws, these weaknesses are surfaced and remedied. The Compliance program complements FEW's other legislative mission to represent federally employed women's concerns and interests before legislative bodies. Ideally, Compliance Program activity should serve as a catalyst for input/changes to the FEW National Legislative Agenda. But more importantly, the FEW Compliance Program serves as a means to monitor government agency conformance with the Congressional intent to insure Equal Opportunity, and when there are deficiencies, surface these deficiencies to government managers for remedy.



SUNSHINE

Karen Jansma

Celebrating birthdays in May:

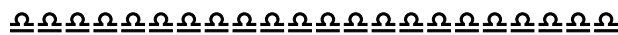
Sue Gaines	5/09
Jean Lewandowski	5/14
Dawn Partlow	5/16
Maribea Pratt	5/26
Patricia Shuler	5/26
Barbara Powell	5/27
Rutha Williams	5/30



Our Chapter would like to continue to remember our FEW Sisters Birthdays as well as any other significant events in our members' lives, so please send information to Karen Jansma at Karen.S.Jansma@nasa.gov. Also, if your big day comes around and it is not noted in the monthly Newsletter, please let Karen know.

A congratulations card was sent to Marilyn Reames, Augusta Chapter, for her recent graduation.

A get well plant and card were sent to Arden Belt.



GOVERNMENT NEWS & LEGISLATION

Marie Argana



FEW Leadership Activities

There is some exciting news on the FEW Leadership front. FEW's President Patricia Wolfe addressed the incoming class of Presidential Management Fellows during their Job Fair on April 6-7 at Washington's new Convention Center. She gave two 25-minute talks to two different break-out sessions. FEW also had an exhibit booth at the meeting. According to Pat, "This is a wonderful opportunity to let young professional women coming into the Federal workforce know about our wonderful organization."

FEW has also been asked to speak at the first annual conference and training session being conducted by the Society of American Indian Government Employees being held in October in Ft. Lauderdale, FL. This meeting is being held in conjunction with the National Congress of American Indians Convention.

Finally, you probably remember last summer when Pat Wolfe and Janet Kopenhaver participated in the radio show FEDTALK - that also is broadcast live on the Internet. Well, we have been asked back for a repeat performance, and that will be held on June 18th. As details become available, we will pass them on.

Personnel Issues

FEW submitted comments to the Department of Homeland Security's proposed personnel system. Basically, we raised concerns about pay banding, performance evaluation procedures, including employees in the decision making process, and the need for continued oversight of the system. We also stressed the need for continued adherence to our Equal Employment Opportunity laws.

Over 3,000 comments were sent in responding to the proposed system. Most of the comments, based on a cursory reading of the docket, show that a substantial number of employees are apprehensive or opposed to the department's plan. Those comments underscore the daunting challenge that the department faces in explaining to employees how they will fit into the new system.

The Department of Labor published final regulations implementing Executive Order 13201, which requires government contractors and subcontractors to post notices informing their employees of their rights relating to union membership and the use of their union dues and fees. The notices must also advise non-union employees who have entered into union-security agreements that they can object to their dues or fees being used for purposes other than collective bargaining, contract administration or grievance adjustment.

Minorities/Women Do Better in Federal Workforce

According to a Federal Equal Opportunity Recruitment Program (FEORP) report, minorities are better represented in the federal workforce than in the private sector. The report stated that the total representation of minorities increased from 470,827 (31.1%) in 2002 to 471,694 (31.3%) in 2003, despite a workforce decline of 6,665 employees during the same year. The number of women in professional and administrative positions also rose 2.6% from 2002 to 2003. In the highest pay levels of government, the number of women in the general schedule pays system increased by 4.5% and those in the senior pay levels increased by 2.5%. Long-term occupational trends also show women moving out of clerical and blue-collar occupations into careers that lead to higher grades. The percentage of women in the top three grades of the general schedule (GS-13 to GS-15) through the Senior Executive Service/other executive levels jumped 32.4% in 2002 and 33% in 2003, while the percentage of minorities at the same levels rose 20.5% in 2003 and 21.1% in 2003.

New Drug Testing for Feds on the Way

DoD and other federal agencies may soon be able to implement new drug testing for federal employees that will include testing hair, sweat and saliva to detect drug use. The new procedures will be permitted once the HHS approves proposed guidelines and DoD completes an internal approval process.

The guidelines, awaiting HHS approval, will outline standards for new types of drug tests, specifically testing hair, oral fluid, sweat and urine, using point-of-collection tests. However, the guidelines will not be promulgated anytime soon, according to Army Col. Mick Smith, senior staff officer for drug demand reduction at DoD's counter-narcotics office. He said the process for implementing the new testing measures will first have to be published in the Federal Register and then must go through a 90-day comment period.

FEW Signs Comments to FEC:

FEW added its name to comments to the Federal Election Commission (FEC) in response to its latest effort to limit nonprofit advocacy. Included in the comments are charges that the proposed rules:

- Impede the ability of nonprofit organizations to engage in issue advocacy.
- Restrict the ability of nonprofit organizations to conduct nonpartisan voter participation activities.
- Restrict the ability of nonprofit organizations to communicate with their members on legislative and public policy matters.
- Congress has addressed the core issues raised in the proposed rules and it stopped far short of the radical proposals now being considered.
- The Commission lacks the administrative tools to examine the issues raised in the proposed rules and, in any event, there is insufficient time to carry out this examination under the current expedited schedule.
- Congress and not the Commission is the appropriate institution to resolve the delicate political issues at the core of the proposed rules.

For a complete copy of the comments, go to www.allianceforjustice.org/nonprofit/public_policy/NPRM_comments.pdf.

Rules on Computer Use to Be Finalized
According to a recent Federal Register

announcement, OPM expects to finalize in the upcoming months proposed rules governing the management or use of federal computer systems, a hot topic especially in agencies dealing with national security and intelligence, but also across the government in general. The proposal, which focuses on training and computer security awareness, will be based on policies set by the National Institute of Standards and Technology.

EEOC News

The Equal Employment Opportunity Commission has published a performance plan that includes a look at its workload in hearings and appeals of federal employee discrimination complaints as well as its plans for promoting and monitoring agency compliance with anti-discrimination law. For excerpts from the report, go to <http://www.fedweek.com/HotFreeNews/default.asp>

The EEOC recently ruled to end enforcement of a federal law that prohibits employers from offering varied levels of health benefits to retirees based on their age. Federal law does not require employers to offer health benefits to their workers or retirees. However, when such coverage is provided, the Age Discrimination in Employment Act (ADEA) allows retirees to seek relief from the EEOC or the courts. For example, retirees age 65 and older could take their former employer to court if they reduce their health coverage while preserving benefits for younger retirees. The EEOC's action is similar to a provision in Medicare legislation (P.L. 108-173) that was successfully removed from the bill before it became law last December.

Identity Theft Warning Submitted by Marie Argana

Southern California law enforcement professional assigned to detect new threats to personal security issues recently discovered what type of information is embedded in the credit card type hotel room keys used through out the industry. Although room keys differ from hotel to hotel, a key obtained from one

hotel chain that was being used for a regional Identity Theft Presentation was found to contain the following information: customer's name, customer's partial home address, hotel room number, check-in and check-out dates, customer's credit card number and expiration date!

When you turn the keys into the front desk, your personal information is there for any employee to access by simply scanning the key in the hotel scanner. An employee can take a hand full of cards home and using a scanning device, access the information onto a laptop computer and go shopping at your expense. Simply put, hotels do not erase these cards until an employee issues the card to the next hotel guest. It is usually kept in a drawer at the front desk with YOUR INFORMATION ON IT!!

The bottom line is, keep the cards or destroy the. NEVER leave them behind and NEVER turn them into the front desk when you check out of a room. They will not charge you for the card.

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Facts about Women and Heart Disease **From** **Women's Heart Advantage at the** **Parrish Medical Center**

How to Talk to Your Doctor About Heart Disease

- Ask your doctor to conduct a thorough assessment of your heart including total cholesterol, LDL, HDL, triglyceride, and glucose level. Discuss the results and the place they have in your heart healthy plan.
- Assure your doctor knows your family history of heart disease.
- Discuss community programs to assist you in achieving your goals of a healthy heart.
- Discuss with your doctor so you are sure you understand how to take your medications.
- Decide together when you need to have any follow up tests.
- Review the symptoms of a heart attack and what you should do in an emergency.

XX

CALENDAR OF EVENTS

May

- 01 Induction Ceremony - More than 20 current Hall of Fame astronauts will be in attendance for the induction of the third class of shuttle astronauts which include: Kathryn D. Sullivan, Richard O. Covey, Frederick D. Gregory, Norman E. Thagard and Francis R. Dick Scobee.
- 09 Mother's Day
- 22 Asian Pacific Festival - Burton Park
- 29 **Chapter Meeting**
- 30 Memorial Day

June

- 10 NASA Space Act Awards Lunch
- 14 Flag Day

2004 ANNUAL TRAINING PROGRAM
Jean Grenville

I want to take this opportunity to thank the ATP committee again for the wonderful job they did on the 25th Annual Training Seminar. Thank you to **Vickie Hall** for her assistance during the year's planning and her assistance on the registration package and to the registration committee. Thanks to **Sandy Eliason** for sitting in for Vickie as Co-Chair on the days of the seminar and for her efforts as Publicity Chair assisted by **Karin Biega**. It worked! Thanks to **Becky Fasulo** assisted by **Barbara Powell** for their work in selecting the speakers, preparing the contracts, and coordinating the speakers' logistics

requirements plus coordinating with FWPWG for the keynote speaker. Thanks to **Cindy Gooden** assisted by **Kandy Warren** for arranging for and taking care of our keynote speaker. Thanks to **Cindy Gooden** assisted by **Charlotte Becker** for taking care of our Graphics requirements. The graphic for the theme was so appropriate. Thanks to our great Exhibits Chair, **Karin Jansma** assisted by **Patti Rissman**, who worked late evenings and early mornings to help the exhibitors with their set-up. Thanks to **Gina O'Shaughnessy** assisted by **Gail McLean** for her early coordination with the hotel for the logistics requirements and her dedicated support on the days of the seminar. Everything flowed flawlessly. Thanks to **Courtney Borowski** for taking on the job of registration and **Gloria Vigilante** and **Dawn Partlow** for their assistance to her. Thanks to **Clara Anderson** for handling all the money matters for registration and taking care of the credit card charges. Thanks to all those who worked on registration the days of the seminar - **Clara Anderson, Karin Biega, Debra Dukes, Connie Dobrin, Jane Eitel, Dawn Partlow, Betty Valentine, and Johanna Velasquez**. I hope I didn't miss anyone because everyone pitched in wherever they were needed. Thanks to FWPWG and all those who assisted as hostesses and to Hostess Chair, **Lee Furis**, assisted by **Arden Belt**, for coordinating that effort. It all went very smoothly. Thanks to **Aneta Ott** assisted by **Marlene Satterthwaite** for coordinating the 50-50 sales with all the attendees. Last, but not least, thanks to Membership Chair, **Becky Denis** assisted by **Muzette Fiander** for their work in providing information at the membership table and for preparing the picture board in celebration of FFW Space Coast Chapter's 25th Silver Anniversary of their Annual Training Seminar. Thanks to **Carolyn Burnham** for arranging the speakers' dinner and to **Regina Clifton** for taking over for Carolyn in bringing refreshments to the hotel for the seminar committee. As you can see, it was truly a team effort.

SPACE COAST CHAPTER NEWSLETTER ***Sharon White***

This monthly publication is a means of sharing information and ideas. Please send news articles or items of interest for this Newsletter to Sharon White at OP-ES-A or e-mail at Sharon.L.White@nasa.gov. Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

**FEDERALLY EMPLOYED WOMEN
Space Coast Chapter 009**

New Applicant		Renewal		Previous Member		Change of Membership Info	
Name				Membership Number			Birth Date
Home Address							
City, State, Zip							
Home Phone							
Agency/Company							
Mail Code/Address							
City, State, Zip							
Work Phone					FAX #		
E-mail Address							
METHOD OF PAYMENT (Credit Cards only available Jan-Mar)							
Total Amount Due: see schedule below							
Cash or Check		Check No.		Credit Card	Visa		Master Card
Card Number					Expiration Date (MM/YY)		
Print Cardholders Name (as it appears on card)				Signature (Credit Cards Only)			

Membership Application

	Month	Amount Due		Month	Amount Due		Month	Amount Due
	March	\$30.00		April	\$28.00		May	\$26.00
	June	\$24.00		July	\$22.00		August	\$20.00
	September	\$17.00		October	\$15.00		November	\$13.00
	December	\$11.00		January	\$9.00		February	\$7.00

Please place an X by the month dues are paid and pay the indicated amount.

National Office requests the following for statistics only:

Position/Title: _____ **Series/Grade:** _____

Circle One: SES GM GS WG Military Other

Circle if Applicable: FWP Full-time FWP Part-time EEO

Demographics

Sex [F/M]: _____ **Race:** _____ **Years of Service:** _____ **Retired [Y/N]:** _____

Membership dues are to be paid February 1st of each year.

Please contact the Membership Chair, Becky Denis, 867-4104 if you have any questions.